

# FEDERALLY EMPLOYED WOMEN



# NEWS AND VIEWS

**SUMMER/FALL 2000  
VOLUME 1**

**ISSUE 1**



## **UNDER CONSTRUCTION:**

By Linda Thompson

*News and Views* is taking on a new look and being set up for regular publication again. A new team has been assembled and has begun the task of bringing our paper to the members on a regular basis. There will be regional highlights, chapter articles, legislative information and much, much more. The best is yet to come, so keep an eye out for each edition on a bimonthly schedule. The new team members are: Joan Chopp, Dawn Nester, Karen Beatty, Ellen McKenzie, Jane Gallagher, Sandra Sigler and Linda Thompson.

### **IN THIS ISSUE**

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## **NEWS FROM THE PRESIDENT**

By Jennifer Bungert

### **Looking to the Future**

I am excited about the future of FEW. This administration is taking a back to the basics approach to peel away the layer of activities which are not central to our purpose and which have sapped our strength. Our new approach to business is very member-oriented. Without a National Office staff, the essential activities of the organization have been neglected and this neglect threatened to destroy the organization. For many years, we have focused on the National level servicing the grassroots level. That focus has now shifted to empowering the grassroots level to deliver the service directly.

This long-awaited issue of *FEW's News and Views* is but one example of the changes being made. A team was established to put the newsletter on the street on a bimonthly schedule. All team members are busy, but they have a tremendous commitment to FEW and have given freely of their time and talents to make this dream a reality. I'm sure each one of you appreciates their efforts as much as I do.

The Fall Executive Committee, traditionally held in Washington D.C., has been moved to the center of the country and its scope expanded. In addition to the committee meeting, we have added a planning and visioning session and a leadership element that will bring new ideas and apply those concepts to FEW. The participation of all members is encouraged!

The 2000 NTP held in New Orleans, Louisiana was a successful effort led by Chair Margaret Tolliver and her committee. More than 1,900 individuals were trained and treated to the best New Orleans has to offer. Margaret's agency, USDA-National Finance Center, was tremendously supportive of her efforts and made it possible for her to plan this effort "on a shoestring."

A band of financial wizards has been formed to address the financial issues facing the organization. As you know, these issues have seriously impacted our ability to position FEW for the future and their immediate resolution is imperative to regaining stature as a viable professional organization with a vital mission.

FEW's future is full of change and adjustment. There are unlimited opportunities for member involvement and input. If you are interested in participating in the renaissance, please contact me. I look forward to working with you to make FEW an organization of which we can all be proud.

#### **Permanent Membership Card Reminder**

The laminated membership card you receive upon joining is a permanent card. You will not receive a new card each year when you renew your membership. Every current member should have received a permanent card by December 1999. Requests for cards should be coordinated through the Chapter President and Regional Manager.

#### **DEATH OF FORMER PRESIDENT:**

We have learned recently that one of our beloved Past National Presidents, Dorothy Spinks, has passed away. Her body has been donated to George Washington University for research purposes. There was a memorial service on Monday, June 26 at 1:00 pm at the Mount Olivet United Methodist Church, Arlington, Virginia. Please remember Dorothy's family during this time. She was a very special person and will be missed by her FEW friends.

A quote from her daughter Sharon Spinks: "We received many lovely cards and notes from FEW members around the country. I have also received many notes from Dorothy's church notifying us of donations made in her memory from FEW chapters. I spoke with De Burton after she returned from the conference in New Orleans and very much appreciate the tribute given Dorothy's honor. De told me of a wonderful video that was shown and I am wondering if you can tell me how I may obtain a copy of that tape. Dorothy had eight great grand children and I very much want all of the information about her to be available to those children as they grow up."

#### **Federally Employed Women's National Training Program (NTP) 2001**

**July 8-13, 2001**

#### **"Keeping Pace with FEW"**

Indianapolis Convention Center  
Indianapolis, IN

For additional information, contact  
the NTP 2001 Chair, Sue Webster  
at 812-854-1495.

## **NATIONAL HISPANIC HERITAGE** **MONTH: A CELEBRATION OF** **DIVERSITY**

By Marinella Murillo, VP for Diversity

As a federal employee, a Federally Employed Woman, and as a Latino, I invite you to celebrate the culture and history of my heritage by participating in your agency's Hispanic Heritage Month activities. This national observance and celebration is a tradition that began thirty years ago when President Lyndon B. Johnson designated a week in mid-September as National Hispanic Heritage Week. President Ronald Reagan, in 1988, extended that week to a month-long observance that stretches from September 15 - October 15, and even includes Dia de la Raza (Columbus Day) and the independence days of Mexico and several Central American and Caribbean countries.

The term "Hispanic" describes a truly diverse people from more than 20 countries including the United States and its territories. The term was coined by the federal government to refer to people who were born in any of the Spanish-speaking countries of the Americas or those who could trace their ancestry to Spain or former Spanish territories. Most Hispanics see themselves in terms of individual ethnic identity, as Mexican American, Puerto Rican, Cuban, etc., thus making Hispanics a most diverse group in itself.

This diversity has also brought a tradition of strength and excellence to our nation spanning several centuries. When Plymouth was founded in 1620, Santa Fe [New Mexico] was celebrating its first decade and St. Augustine its 55th anniversary. Spanish settlements developed in the southwest of what is now the United States and also in the Gulf Coast and the Florida peninsula. Many Latinos can trace their ancestors back to those days.

Each year Hispanic Heritage Month is observed by an increasing number of

federal agencies and most of these observances have increased awareness of Hispanic culture and individual and community achievements. One area that still requires awareness by federal agencies in general is that Hispanics are still the only under represented minority group in Federal public service.

Despite this under-representation in our Federal public service today, Hispanics have played a significant role in representing and serving our country since the War of Independence. More Hispanics have been decorated and have a longer contributory military record than any ethnic or racial group in the United States. Governments from Mexico, Spain and Cuba helped free the United Colonies from the British Crown. The American Revolution was financed from funds collected from hispanics living in the present states of Texas, New Mexico, Arizona and California. It took thousands of Spanish troops to help win the War of Independence. A metro stop in Washington, D.C., Farragut Square, is named after Admiral David Farragut, a Civil War hero who was Hispanic. Even former President Theodore "Teddy" Roosevelt's Rough Riders began as the "Otero Guards", men who guarded Governor Otero of the State of New Mexico. Anyone who visits the Vietnam Memorial will see the many Hispanics who fought and died serving our country with courage and commitment.

As we honor the memory of Hispanics who served this great nation, during Hispanic Heritage Month this year and we look to the future knowing that Hispanics will be the largest minority group in the United States. I urge all Federal agencies to use this observation of Hispanic Heritage Month as the time to reaffirm the commitment to a Federal workforce that truly represents all of America.

## **FEDERALLY EMPLOYED WOMEN (FEW) CELEBRATES NTP 2000**

By Margaret Tolliver, NTP 2000 Chair

For the first time in its 32-year history, Federally Employed Women (FEW), Inc. (FEW) held its National Training Program (NTP) in New Orleans, Louisiana. The 31<sup>st</sup> annual NTP was held at the downtown Marriott Hotel July 17 - 21, 2000. The Greater New Orleans Chapter of FEW hosted this event under the leadership of Margaret Tolliver, NTP 2000 Chairperson. First Lady Hillary Rodham Clinton served as honorary chair of the NTP 2000 Dignitary Committee. The Dignitary Committee consisted of well-known individuals from throughout the United States including Supreme Court Justice of Louisiana Bernette J. Johnson, Director of the Office of Personnel Management Janice LaChance, US Department of Agriculture's Chief Financial Officer Sally Thompson, Congressman William J. Jefferson, U. S. Senators Mary Landrieu and John Breaux, Louisiana State Senator Jon J. Johnson, US Department of Defense Representative Claiborne Houghton and City Councilman Troy Carter.

Women and men from various states as well as abroad journeyed to New Orleans to participate in the great training opportunities and gala festivities. Over 800 registered attendees participated in the dynamic and interactive Pre-Conference training and Agency Forums held July 17-18.

The main conference began with an unforgettable opening Ceremony on July 19. Members of the Dignitary Committee presented opening remarks. FEW NTP Chair Margaret Tolliver presented a very powerful poem entitled "FEW - Vision of a Bridge to the Twenty First Century." FEW outgoing President Jeanette Miller and members from the National Coalition for Equity in Public Service presented an overview of the coalition agenda for the year 2000.

The main conference included training workshops on various topics of current interest including career development, communication skills, management, leadership, personal effectiveness, and technology and technical training. Special training sessions were held for military personnel to address unique military issues.

Attendees were treated to a very colorful banquet and Installation of Officers ceremony. The banquet opened with a procession lead by the very vibrant Mardi Gras Indians presenting "Mardi Gras in July." The highlight of the event was a spellbinding keynote address by oratorical award winner Patricia Russell-McCloud. Following the address, FEW National elected officers for 2000 - 2002 were installed and sworn in by Louisiana State Representative Cynthia Willard Lewis. The banquet ended with a book signing by Ms. Russell-McCloud and a picture taking session with the Mardi Gras Indians and their elaborate and colorful Mardi Gras costumes.

The 31<sup>st</sup> Annual NTP was closed with an exciting luncheon and closing session. The FEW Distinguished Service Award and FEW Agency Award were presented (see related article this issue). Special guest OPM Director Janice LaChance presented remarks. Lt. Col. (Ret.) Consuelo Kickbusch delivered the keynote address. The session ended with an invitational skit by the 2001 NTP planning committee.

Congratulations to the Greater New Orleans Chapter and the Southwest Region for a very successful NTP!  
**(pictures follow)**



EXHIBITOR AT NTP 2000



JEANETTE HITE, PARTY AT BALLY'S



DOROTHY NELMS , SPEAKER



MARDI GRAS INDIAN POSES FOR PICTURE



JEANETTE MILLER, MARGARET TOLLIVER  
COMMEMORATIVE STAMP AWARD



BAND , MARRIOTT RECEPTION



MID CONTINENT BOOTH, MEMBERS JOAN CHOPP  
AND MITZI MARSH HELPING WITH QUILT RAFFLE



PATRICIA RUSSELL- McCLOUD, SPEAKER



## **WHASSUP IN THE GREAT LAKES REGION?!**

By Sue Webster, NTP 2001 Chair



**Mr. McKinney, representing the Indy visitor bureau. Teresa and Rose are members of the steering committee.**

Something's abuzz in the Midwest. Something big has brought members of the Great Lakes Region together. Members of Federally Employed Women (FEW), Inc. in the great states of Michigan, Ohio, Indiana, Illinois, and Wisconsin are spending a lot of time together! These folks are traveling from state to state each month, spending their Saturdays together, and, folks are wondering "Whassup?!"

These members are serving on various teams preparing for FEW's 32nd Annual National Training Program (NTP), "Keeping Pace with FEW." The 2001 NTP will be held at the Indianapolis Convention Center and RCA Dome on July 9-13, 2001.

The NTP 2001 Steering Committee is working to continue FEW's tradition in bringing to you another excellent training experience. Highly skilled workshop leaders will come together to present sessions on management training, communication skills, EEO current issues, health, personal skills improvement, leadership development, career planning, and information technology in the workplace. These sessions are designed to help you meet your career and personal goals.

FEW's 2001 NTP will bring together outstanding workshop leaders and speakers for an exciting training experience for those who attend! Dynamic regional and nationally recognized keynote speakers and dignitaries will highlight the opening and closing sessions, as well as the NTP luncheon.

In addition to the training opportunities, a diverse mix of exhibitors will be on hand to assist with personal and professional questions. And, don't forget the fabulous networking opportunity this NTP will bring! Attendees will come from agencies and businesses throughout the country to share an exciting, educational, and fun week in Indiana.

Indianapolis, Indiana, is a perfect blend of big city opportunities and small town traditions. Located in downtown Indianapolis, the Convention Center and RCA Dome is conveniently close to a wide assortment of dining, art, theater, museums, sporting, music and shopping activities. A few examples of the special attractions include:

- Indianapolis Zoo
- Indianapolis Motor Speedway
- Connor Prairie - an authentic 19th century village
- Children's Museum
- Indianapolis Indians baseball
- Indianapolis Fever basketball team
- Eiteljorg Museum of American Indians and Western Art
- White River State Park
- Madame CJ Walker Theater

And, there are many more! Registration information will be available in January 2001.

For additional information on FEW's NTP 2001, contact: Chair: Sue Webster, 812-854-1495, [webster\\_s@crane.navy.mil](mailto:webster_s@crane.navy.mil)



## **WOMEN'S EQUALITY DAY**

By Dawn Nester, Federal Triangle Chapter

Women's Equality Day annually celebrates the 72-year-history of women's effort to earn the right to vote through passage of an amendment to the Constitution. The fight was begun with the first Women's Rights Convention held in Seneca Falls, NY, on July 19 and 20, 1848, when Elizabeth Cady Stanton proposed that women be given the right to vote. She was joined by 300 other women and men (such as Frederick Douglass and James Mott) to address many of the social injustices of their day, such as property, marital, and custodial rights, but the call for the right to vote was the most controversial, even among the women. Lucretia Coffin Mott counseled that their demands must be made slowly. Lucretia said to Elizabeth, "Thou will make us look ridiculous," if she persisted with the proposal to grant women the right to vote. It took millions of words written by Elizabeth, Susan B. Anthony, and others; speeches delivered in all kinds of settings and weather; and many pamphlet distributions over the next 72 years just to get the attention of law-makers. Laws giving women marital and property rights were passed, then revoked, then passed again, which stiffened their resolve to one day elect their own political leaders and be given a voice in their own destinies.

When the first wave of women's rights crusaders began to die without seeing their dream realized (most notably Elizabeth in 1902 and Susan in 1906); younger women came to the fore to lead the effort. Alice Paul and Carrie Chapman Catt employed very distinctly different methods to keep the cause before the eyes of the public, Congress, and then President, Woodrow Wilson. Alice lead marches through the streets of major cities and even up the steps to the Capitol. She and her group of suffragettes were arrested several times in Washington, DC, for "obstructing traffic" (on

a sidewalk in front of the White House) and force-fed in prison, but they didn't give up the dream. "Suffrage" is a word derived from the Latin word "suffragium," meaning "to vote."

On August 26, 1920, the Nineteenth Amendment granted women the long-sought-after right to vote. However, the women most closely involved in the struggle were not invited to participate or even allowed to watch the ceremonial signing.

Some of the women believed that the passage of the Nineteenth Amendment was the end of the struggle for equality; others believed that the journey was just beginning; and still others believed that women needed to be educated in the use of their new constitutional right. Carrie's faction evolved into today's League of Women Voters, while Alice founded the National Women's Party and drafted the wording to the Equal Rights Amendment, which has never been ratified.

Reading books such as "Susan B. Anthony in Her Own Words," by Lynn Sherr and "Born for Liberty, a History of Women in America," by Sara M. Evans and celebrating the 26<sup>th</sup> of August every year are ways we can help ourselves remember not to take for granted our right to vote. However, the most enduring memorial that women of today can offer to the women of the past is to participate in our local and national elections. That way, their struggle on our behalf will never have been in vain.

## **NO ONE ASKED ME, BUT...** **FEDERALLY EMPLOYED WOMEN:** **WHAT'S IN IT FOR MILITARY** **WOMEN?**

By Capt. Carol Chang Culbertson, U.S. Navy,  
Selected Reserve

***FEW Chapters, here is information to share with the military women you know! Invite them to your next FEW chapter meeting!***

I had planned to be a law librarian. Luckily, during my sophomore year (1962) at the University of Hawaii, Honolulu, I was recruited into the Naval Reserve at Naval Base, Pearl Harbor. I was sworn in as a Seaman Recruit, the lowest grade in the enlisted ranks (E-1).

Every Monday night we completed three hours of Navy training. My quarterly take home pay was \$43.00! By senior year in college, I was a Petty Officer Third Class (E-4) in telecommunications. My sorority sisters were graduating to be schoolteachers, stewardesses (that was the term then!), or Peace Corps volunteers. On Graduation Day, just prior to the university commencement exercises, I was commissioned as an Ensign, U.S. Naval Reserve. It was June 1967, thousands of soldiers, sailors, airmen, and Marines were being sent to Vietnam.

After completing Women Officers School in Newport, RI, I was assigned to an antisubmarine warfare (ASW) training squadron at Naval Air Station North Island in San Diego, CA. I was the squadron's Assistant Administrative Officer, Classified Materials Control Officer, and Public Affairs Officer. My monthly take home paycheck was \$400.00, small by today's standards! Between the staff of 100 men and the student pilots, there were 1,000 men. If I had had the time to write a book, I think the book title would have been "One Thousand Men and Me."

A year later (autumn 1968) I was working in Japan. I was hired as a General Schedule 3 (GS-3) clerk-typist at the Ship Repair Facility at Fleet Activities, Yokosuka, Japan, just south of Tokyo. I was also a Navy wife and mother of a three-month old healthy baby boy (that little boy just celebrated his 32<sup>nd</sup> birthday!). Four years later, I reaffiliated with the Naval Reserve at the base where I was working as a Navy civilian. I was an Ensign again!

Several positions and years later (it was 1980), I was back in San Diego, serving as a personnel specialist with the U.S. Forest Service, and serving as a Naval Intelligence Officer of the Lieutenant Commander (O-4) variety. That year, in that city, I first learned of Federally Employed Women. Chapter

meetings were held in a large meeting room at a shopping mall near Hotel Circle. Most of the chapter members were civil service women who worked at different Navy offices. Even with my military background, I didn't think about FEW and military women. A terrible oversight on my part!

Six months later, I was promoted to a Forest Service Personnel Officer position in Flagstaff, AZ, the most demanding (however, we still had some fun!) job I've ever had, administering ten personnel programs and ten staff members. I had no spare time to start a new FEW chapter! And we only had 450 customers (managers, supervisors, and employees)!

I didn't rejoin FEW until 1988, when I transferred to Phoenix, Arizona, the home of the FEW Phoenix Roadrunner Chapter. I have been an active member since then.

What's in FEW for military women (officers, enlisted, active duty, Reserve, the Guard, retired)? What are a couple of reasons why military women should associate with and join a nearby FEW chapter?

- 1. Increased training opportunities -**  
The U.S. military prides itself on training its military personnel. The military continuously runs training exercises to prepare for the next national emergency and fight the next war. The military concentrates heavily on technical, leadership, and management training at all levels. However, military training funds are not as plentiful as everyone would like them to be. FEW has been providing additional training opportunities at local, Regional and National levels since 1969. Diversity training, interpersonal skills training, and conflict skills management training are just a few of the FEW training courses which have been taught recently. And, if a woman has to "pay



her own way," FEW's training opportunities are very reasonably priced. Guest speaker programs and local chapter workshops are often free of charge. Registration fees for a one day Regional Training Program comprised of several workshops and training sessions are often only \$100.00.

## 2. **Networking/Strength in Numbers**

- When I was on active duty in the late 1960's, living in bachelor officer quarters was pretty isolating, as was being the only woman officer in the squadron. Luckily, San Diego being a big Navy town, I could spend time with six classmates on the weekends. I did belong to a Naval Women Officers Association which sponsored a networking luncheon every three months. Being part of a FEW chapter that meets monthly would have been a plus, then. Also, in many military offices, military women work side by side with civil service women. We all know how hectic and crazy a "normal" day at the office can be. I think there may be very few "quality times" where co-workers can get to know and understand each other. What an opportunity FEW can be for military women and civil service women to network in a calmer atmosphere away from the office, learn from each other, and increase their professional contacts.

## 3. **Support System** - FEW offers still another opportunity for women to bond together and support each other. I think we can all use a support group, a gathering of friends who have similar interests. It could be a small group of career women who still "punch that clock," or a small group of retired Federal women who like to do all the things that retired people do - volunteer work,

gardening, or a recreational trip to Las Vegas.

There are approximately 300,000 military women (officers, enlisted, active duty, Reserve, and Guard) who are serving in the Armed Forces today. Some are stationed overseas in Europe, the Pacific Rim, and other exciting countries. Some are stationed in the fifty states, and may be as close as the Recruiting Station in your hometown. I urge you to seek them out, and invite them to your next chapter meeting!

Captain Carol Chang Culbertson serves as the Special Assistant (Military Women) to Jenifer Bungert, the National President of FEW. Captain Culbertson is still serving in the Naval Reserve. This summer she celebrated her 33<sup>rd</sup> year in the Navy. She serves as the Deputy Reserve Intelligence Area Commander for Reserve Intelligence Area FIVE in Denver, Colorado. In her civil service career, she serves as a Personnel Staffing Specialist for the Internal Revenue Service in Denver.

## **NATIONAL AWARDS REPORT**

By Karin Biega, Chair

For my final report as F.E.W.'s National Awards Chair, I am very pleased to announce that twenty-two nomination packages were received by the committee. This is a remarkable increase over last year and shows that our Chapters are continuing to have outstanding programs, fund raisers, special projects, unbelievably good newsletters and increases in their membership!

A quick review of the award winners for those of you who were unable to attend the wonderful National Training Program in New Orleans:

**Best Chapter Newsletter:**

Space Coast Chapter	1st
Tinker AFB	2nd
Patuxent River	3rd

**Best Chapter Fund Raisher:**

Rocky Mountain	1st
Bluff Center	2nd
Greater New Orleans	3rd

**Best Chapter Programs:**

Brooks AFB	1st
Bluff Center	2nd
Space Coast	3rd

**Best Chapter Special Project:**

Brooks AFB	1st
Patuxent River	2nd
Great Lakes	3rd

**Best Chapter Membership:**

Patuxent River	1st
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This chapter scored 100% from each of the committee members- a first for the Awards Committees of the past four years-

Wasatch	2nd
Nebraska Heartland	3rd

**Helen R. Dudley Overall Chapter****Achievement:**

Patuxent River	1st
Rocky Mountain	2nd
Bluff Center	3rd

**Federal Agency: USDA - National Finance Center****Distinguished Service:** Theresa Montez, Southeast Region, Pensacola Chapter**Barbara Boardman Tennant:**

Teresa Chastain, Great Lakes Region, Hoosier Hills Chapter

I congratulate these chapters, and all those who sent in nominations that didn't quite reach an award level this year. I encourage all chapters to enter - everyone who follows the criteria in the Policy and Procedures Manual has the same opportunity to win - be they novice

or award-winning chapters. Good luck and thanks for a wonderful four years.

**REGIONAL HIGHLIGHTS:**

By Newsletter Committee

Welcome to the new *News & Views*! We are pleased to once again provide you with this publication. The current FEW administration is working hard to ensure this organization serves the needs of our members. In future publications look for "Regional Highlights" section. The goal of your *News & Views* staff is to randomly highlight a region in this section. If you have a noteworthy comment about your chapter we'd like to include it. Please send it to your Regional Manager so they can forward it to us. This is your publication ... let us know what you think and want!

**LET'S GO SURFING**

<http://congress.nw.dc.us/gr/>  
(legislative information & connections)

<http://www.vote-smart.org>  
(all kinds of voting information, registration, candidates records & statements)

<http://www.Thomas.loc.gov>  
(connection to US Congress and the status of bills, etc.)

**2002 National Training Program**

July 22-26, 2002  
Omni Rosen Hotel  
Orlando, Florida

For information about sponsorship, exhibits, trainer proposals,  
Contact: Clara M. Anderson at  
[cmanderson8@cfl.rr.com](mailto:cmanderson8@cfl.rr.com) or (321) 639-3154



### **Legislative Update**

By Ruth Leichter Vice President for Congressional & Governmental Relations  
(Note: The full text has been provided to the Exec Committee and Regional Managers for distribution and will be posted to the FEW web site at [www.few.org](http://www.few.org).)

As the only organization that represents all female federal employees, Federally Employed Women (FEW) has a tremendous responsibility. In addition to providing extensive training programs to help workers secure the skills and confidence they need to advance, FEW has maintained a respected legislative program since its inception in 1968. The legislative agenda is divided into a three-tier structure. Tier I are those issues that are considered of utmost importance to female federal workers today. FEW gives priority attention to these areas. Tier II issues are those issues that affect federal employees regardless of their gender. Tier III issues are those that affect all women. FEW is bound in sisterhood with other women in all walks of life.

Listed below are the bills presently before Congress meeting these three tiers. Please review them, and contact your Representative and/or Senator regarding those you feel strongly about.

1909. S.1910: A bill to amend the Act establishing Women's Rights National Historical Park to permit the Secretary of the Interior to acquire title in fee simple to the Hunt House located in Waterloo, New York.

Sponsor: Sen Moynihan, Daniel Patrick - Latest Major Action: 8/8/2000 Became Public Law No: 106-258. Committees: House Resources; Senate Energy and Natural Resources

661. S.662: A bill to amend title XIX of the Social Security Act to provide medical assistance for certain women screened and found to have breast or cervical cancer under a federally funded screening program.

Sponsor: Sen Chafee, John H. - Latest Major Action: 6/27/2000 Placed on Senate Legislative Calendar under General Orders. Calendar No. 641. Committees: Senate Finance

2419. S.2420: A bill to amend title 5, United States Code, to provide for the establishment of a program under which long-term care insurance is made available to Federal employees, members of the uniformed services, and civilian and military retirees, and for other purposes.

Sponsor: Sen Grassley, Charles E. - Latest Major Action: 7/25/2000 Senate incorporated this measure in H.R. 4040 as an amendment. Committees: Senate Governmental Affairs

2670. S.2671: A bill to amend the Internal Revenue Code of 1986 to promote pension opportunities for women, and for other purposes.

Sponsor: Sen Ashcroft, John - Latest Major Action: 6/6/2000 Referred to Senate committee Committees: Senate Finance

2674. S.2675: A bill to establish Office on Women's Health within Department of Health and Human Services.

Sponsor: Sen Snowe, Olympia J. - Latest Major Action: 6/6/2000 Referred to Senate committee Committees: Senate Health, Education, Labor, and Pensions

2786. S.2787: A bill to reauthorize the Federal programs to prevent violence against women and for other purposes.

Sponsor: Sen Biden, Joseph R., Jr. - Latest Major Action: 7/12/2000 Placed on Senate Legislative Calendar under General Orders. Calendar No. 676.

## Committees: Senate Judiciary

1248. H.R.1248: To prevent violence against women.

Sponsor: Rep Morella, Constance A. - Latest Major Action: 6/27/2000 House committee/subcommittee actions  
Committees: House Education and the Workforce; House Commerce; House Judiciary

2842. H.R.2842: To amend chapter 89 of title 5, United States Code, concerning the Federal Employees Health Benefits (FEHB) Program, to enable the Federal Government to enroll an employee and his or her family in the FEHB Program when a State court orders the employee to provide health insurance coverage for a child of the employee but the employee fails to provide the coverage.

Sponsor: Rep Cummings, Elijah E. - Latest Major Action: 9/19/2000 Passed House  
Committees: House Government Reform

4040. H.R.4040: A bill to amend title 5, United States Code, to provide for the establishment of a program under which long-term care insurance is made available to Federal employees, members of the uniformed services, and civilian and military retirees, provide for the correction of retirement coverage errors under chapters 83 and 84 of such title, and for other purposes.

Sponsor: Rep Scarborough, Joe - Latest Major Action: 9/19/2000 Signed by President -Committees: House Armed Services; House Government Reform; Senate Governmental Affairs

4483. H.R.4483: To establish an Office on Women's Health within the Department of Health and Human Services, and for other purposes.

Sponsor: Rep Morella, Constance A. - Latest Major Action: 6/7/2000 Referred to House subcommittee  
Committees: House Commerce

4532. H.R.4532: To assure equitable treatment of fertility and impotence in health care coverage under group health plans, health insurance coverage, and health plans under the Federal employees' health benefits program.  
Sponsor: Rep Andrews, Robert E. - Latest Major Action: 7/13/2000 Referred to House subcommittee  
Committees: House Education and the Workforce; House Government Reform; House Commerce

4567. H.R.4567 : To amend title 5, United States Code, to provide that, of the total amount of family leave available to a Federal employee based on the birth of a child or the placement of a child with the employee for adoption or foster care, at least one-half of that time shall be leave with pay.

Sponsor: Rep Maloney, Carolyn B. - Latest Major Action: 6/12/2000 Referred to House subcommittee  
Committees: House Government Reform

4606. H.R.4606 : To reduce health care costs and promote improved health by providing supplemental grants for additional preventive health services for women.

Sponsor: Rep DeLauro, Rosa L. - Latest Major Action: 6/19/2000 Referred to House subcommittee  
Committees: House Commerce

4634. H.R.4634 : To amend the Public Health Service Act to provide for awards by the National Institute of Environmental Health Sciences to develop and operate multidisciplinary research centers regarding the impact of environmental factors on women's health and disease prevention.

Sponsor: Rep Slaughter, Louise McIntosh - Latest Major Action: 6/21/2000 Referred to House subcommittee

4813. H.R.4813 : To amend chapter 89 of title 5, United States Code, to make



available to Federal employees the option of obtaining health benefits coverage for dependent parents. Sponsor: Rep Andrews, Robert E. - Latest Major Action: 7/10/2000 Referred to House committee Committees: House Government Reform

5115. H.R.5115 : To amend title 5, United States Code, to make the Federal Employees Health Benefits Program available to the general public, and for other purposes.

Sponsor: Rep Klink, Ron - Latest Major Action: 9/6/2000 Referred to House committee Committees: House Government Reform

### **October Is Breast Cancer Awareness Month- Be Aware**

#### **THE BEST PROTECTION IS EARLY DETECTION!**

By Donna Stewart RN, BSN, Breast Care Coordinator

It's the truth! The earlier breast cancer is detected the earlier it can be treated which means you then have a better chance for longer survival. Yes, I know, you've heard it all before---"get your mammogram every year", "do your breast self-exams (BSE)". It seems as though you can't read a newspaper or magazine or watch television without seeing or hearing the words "breast cancer". I also know discussing "breast cancer" can be very depressing so it's much easier to just ignore all the "awareness" information because "I don't have a family history so it's not going to happen to me". Well, it's time, as they say, to wake up and smell the coffee!!

Did you know Breast Cancer is the leading cause of death among women ages 40 to 55 years and that it's also the second leading cause of cancer deaths, surpassed only by lung cancer? Did you also know that the risk of breast cancer increases as you age? Seventy-seven

percent of all new breast cancer diagnoses are made in women over the age of 50, thus annual screening mammography is very important in this age group. Simply put, being female and getting older increases the risk of developing breast cancer.

What does this mean in terms of numbers? One out of eight women will develop breast cancer in their lifetime. This means that the estimated number of females who will be diagnosed with breast cancer in the United States will be about 180,000. That is equivalent to one woman being diagnosed every three minutes. Approximately 80 percent of women diagnosed with breast cancer have no family history and studies have shown that seventy-six percent of women, diagnosed in the past year, did not have any high risk factors. Fifty percent of all women will have an abnormality develop (breast mass or abnormal mammogram finding), requiring further evaluation, during their lifetime. The good news is that 80 percent of these biopsies are going to reveal benign (not cancerous) results.

As I mentioned at the beginning of this article, the time frame in which breast cancer is diagnosed is very significant. It takes breast cancer approximately 8 years to reach 1 cm in size---that's the size of the tip of your fifth finger. This means that breast cancer is not a sudden occurrence, but rather is a process that has been ongoing for years and is now (at 1 cm or sometimes even smaller) able to be found through the use of mammography. The key role of mammography is to identify a site of breast cancer early in its development when it still is very small. Mammography can also detect breast cancer often two years before it would be large enough to be felt as a lump. In straightforward terms this means the smaller the lumps the better the prognosis. If breast cancer can be detected at the Stage 1 level, that is a

tumor that is 2 cm or less in greatest dimension with no lymph node involvement and with no spread to other areas of the body, there is a ninety-six percent chance of still being alive in 5 years. If breast cancer can be detected that early, doesn't it make sense to get your mammogram every year?

Currently, the recommendations for mammograms are to get the baseline (very first one) at age 40 and continue annually thereafter unless you have a strong family then you should consider getting the baseline at age 35. If you have a first degree relative, i.e. mother, sister, daughter, diagnosed with breast cancer you should get your first mammogram starting at ten years earlier than their age at diagnosis. That is, if your mother was diagnosed at age 42 you should speak with your physician about starting mammograms at age 32. And remember you also should be performing your self-breast examinations every month and receiving clinical breast exams from your physician every year from age 40 on.

These 3 simple steps could help save your life or the life of someone you love! There are no more excuses! Get that mammogram scheduled! Early detection is the key!

**Web site for the Susan G. Komen Breast Cancer Foundation. It lists all the Races for the Cure going on around the country.**

<http://www.breastcancerinfo.com/>

## **Resistance**

"Most resistance comes not from well-thought-out reasoning but from an unexamined stew of prejudices and fears. Whether it was abolition or women's suffrage, it took a long time to break down resistance. When I come up against resistance, my initial reaction is to second-guess myself totally and recoil into a festival of self-loathing. Then I complain bitterly to friends who I know will agree with me. If that doesn't work, I remind myself that what's popular and what people accept easily tends to be the most uninteresting and watered-down and lamest of ideas. History is full of popular ideas - from child labor to segregation to the corset - that I wouldn't want to embrace at all."

Susan Faludi

## **EXERCISE YOUR RIGHT TO VOTE:**

By Linda Thompson

I don't have time; I don't really matter, let other people worry about it. Sound familiar? These are all reasons why people do not go out and vote in the presidential elections. I understand the feeling, for I used to belong to this group. Then, I took a minute to think about my reasoning. I thought about the years when women were not allowed to vote. I thought about how our opinions were suppressed and didn't matter. Then, I thought about how hard our forefathers fought to change that system. **THINK ABOUT IT!** Women represent a great number of the voters in the United States. Use the right that you earned. **Cast your Vote on election day!!!!**

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